

WHAT IS CLAIMED IS:

- 1 1. A method for analyzing a financial impact of a resource
2 reduction action, said method comprising:
3 identifying a plurality of surplus employee data records;
4 retrieving a compensation amount corresponding to each
5 identified surplus employee data record; and
6 calculating a total savings amount by summing the retrieved
7 compensation amounts.
- 1 2. The method as described in claim 1 further comprising:
2 identifying a severance pay formula corresponding to each
3 surplus employee data record;
4 determining a severance amount for each employee by
5 applying the identified severance pay formula to the
6 corresponding surplus employee data record; and
7 calculating a total severance amount by summing each of the
8 severance amounts.
- 1 3. The method as described in claim 2 further comprising:
2 comparing the total severance amount to a budgeted
3 severance amount;
4 modifying the severance pay formula in response to the
5 comparison;
6 re-determining the severance amount for each employee by
7 applying the modified severance pay formula to the
8 corresponding surplus employee data record;
9 recalculating the total severance amount by summing each of
10 the re-determined severance amounts.
- 1 4. The method as described in claim 2 further comprising:

2 comparing each of the surplus employee data records to one
3 or more additional compensation guidelines, wherein
4 one or more of the additional compensation guidelines
5 are selected from the group consisting of
6 organizational guidelines, local laws, state laws, and
7 national laws;

8 determining additional severance pay amounts for one or
9 more of the surplus employee data records in response
10 to the comparing; and

11 adding the additional severance pay amounts to the
12 severance pay amounts corresponding to the one or more
13 surplus employee data records.

- 14 5. The method as described in claim 2 further comprising:
15 estimating an expected severance cost, the estimating
16 including:
17 identifying a surplus percentage for one or more
18 groups of employees;
19 calculating an average severance amount for each of
20 the groups of employees;
21 calculating expected group severance costs by
22 multiplying each group's average severance amount
23 by the group's surplus percentage; and
24 calculating the expected severance cost by summing the
25 expected group savings amounts.

- 26 6. The method as described in claim 1 further comprising:
27 comparing the total savings amount to a desired savings
28 amount;

4 modifying the number of surplus data records based on the
5 comparing;
6 selecting a second plurality of surplus employee data
7 records based on the modified number of surplus data
8 records;
9 identifying the compensation amount corresponding to each
10 selected surplus employee data record; and
11 calculating a second total savings amount by summing the
12 identified compensation amounts.

7. The method as described in claim 1 further comprising:
estimating an expected savings amount, the estimating
including:
identifying a surplus percentage for one or more
groups of employees;
calculating an average compensation for each of the
groups of employees;
calculating expected group savings amounts by
multiplying each group's average compensation by
the group's surplus percentage; and
calculating the expected savings amount by summing the
expected group savings amounts.

8. An information handling system comprising:
one or more processors;
a memory accessible by the processors;
one or more nonvolatile storage devices accessible by the
processors;

an financial impact analysis tool to analyze the impact of surplus resource reductions, the financial impact analysis tool including:
means for identifying a plurality of surplus employee data records;
means for retrieving a compensation amount corresponding to each identified surplus employee data record; and
means for calculating a total savings amount by summing the retrieved compensation amounts.

9. The information handling system as described in claim 8 further comprising:
means for identifying a severance pay formula corresponding to each surplus employee data record;
means for determining a severance amount for each employee by applying the identified severance pay formula to the corresponding surplus employee data record; and
means for calculating a total severance amount by summing each of the severance amounts.

10. The information handling system as described in claim 9 further comprising:
means for comparing the total severance amount to a budgeted severance amount;
means for modifying the severance pay formula in response to the comparison;
means for re-determining the severance amount for each employee by applying the modified severance pay

9 formula to the corresponding surplus employee data
10 record;
11 means for recalculating the total severance amount by
12 summing each of the re-determined severance amounts.

1 11. The information handling system as described in claim 9
2 further comprising:

3 means for comparing each of the surplus employee data
4 records to one or more additional compensation
5 guidelines, wherein one or more of the additional
6 compensation guidelines are selected from the group
7 consisting of organizational guidelines, local laws,
8 state laws, and national laws;

9 means for determining additional severance pay amounts for
10 one or more of the surplus employee data records in
11 response to the comparing; and

12 means for adding the additional severance pay amounts to
13 the severance pay amounts corresponding to the one or
14 more surplus employee data records.

1 12. The information handling system as described in claim 8
2 further comprising:

3 means for comparing the total savings amount to a desired
4 savings amount;

5 means for modifying the number of surplus data records
6 based on the comparing;

7 means for selecting a second plurality of surplus employee
8 data records based on the modified number of surplus
9 data records;

means for identifying the compensation amount corresponding to each selected surplus employee data record; and means for calculating a second total savings amount by summing the identified compensation amounts.

13. The information handling system as described in claim 8 further comprising:

means for estimating an expected savings amount, the estimating including:
means for identifying a surplus percentage for one or more groups of employees;
means for calculating an average compensation for each of the groups of employees;
means for calculating expected group savings amounts by multiplying each group's average compensation by the group's surplus percentage; and
means for calculating the expected savings amount by summing the expected group savings amounts.

14. A computer program product stored in a computer operable media for analyzing a financial impact of a resource reduction action, said computer program product comprising:
means for identifying a plurality of surplus employee data records;
means for retrieving a compensation amount corresponding to each identified surplus employee data record; and
means for calculating a total savings amount by summing the retrieved compensation amounts.

- 1 15. The computer program product as described in claim 14
2 further comprising:
3 means for identifying a severance pay formula corresponding
4 to each surplus employee data record;
5 means for determining a severance amount for each employee
6 by applying the identified severance pay formula to
7 the corresponding surplus employee data record; and
8 means for calculating a total severance amount by summing
9 each of the severance amounts.
- 10 16. The computer program product as described in claim 15
11 further comprising:
12 means for comparing the total severance amount to a
13 budgeted severance amount;
14 means for modifying the severance pay formula in response
15 to the comparison;
16 means for re-determining the severance amount for each
17 employee by applying the modified severance pay
18 formula to the corresponding surplus employee data
19 record;
20 means for recalculating the total severance amount by
21 summing each of the re-determined severance amounts.
- 22 17. The computer program product as described in claim 15
23 further comprising:
24 means for comparing each of the surplus employee data
25 records to one or more additional compensation
26 guidelines, wherein one or more of the additional
27 compensation guidelines are selected from the group

7 consisting of organizational guidelines, local laws,
8 state laws, and national laws;
9 means for determining additional severance pay amounts for
10 one or more of the surplus employee data records in
11 response to the comparing; and
12 means for adding the additional severance pay amounts to
13 the severance pay amounts corresponding to the one or
14 more surplus employee data records.

18. The computer program product as described in claim 15
 further comprising:

 means for estimating an expected severance cost, the means
 for estimating including:
 means for identifying a surplus percentage for one or
 more groups of employees;
 means for calculating an average severance amount for
 each of the groups of employees;
 means for calculating expected group severance costs
 by multiplying each group's average severance
 amount by the group's surplus percentage; and
 means for calculating the expected severance cost by
 summing the expected group savings amounts.

19. The computer program product as described in claim 14
 further comprising:

 means for comparing the total savings amount to a desired
 savings amount;
 means for modifying the number of surplus data records
 based on the comparing;

7 means for selecting a second plurality of surplus employee
8 data records based on the modified number of surplus
9 data records;

10 means for identifying the compensation amount corresponding
11 to each selected surplus employee data record; and

12 means for calculating a second total savings amount by
13 summing the identified compensation amounts.

14 20. The computer program product as described in claim 14
15 further comprising:

16 means for estimating an expected savings amount, the
17 estimating including:

18 means for identifying a surplus percentage for one or
19 more groups of employees;

20 means for calculating an average compensation for each
21 of the groups of employees;

22 means for calculating expected group savings amounts
23 by multiplying each group's average compensation
24 by the group's surplus percentage; and

25 means for calculating the expected savings amount by
26 summing the expected group savings amounts.